1C The first step in developing and retaining good teachers begins with the hiring process and an effective induction program. As a new member of the district’s administrative team, the superintendant has asked you to outline in detail your vision for an induction program.

Your plan should include:

The process for developing the plan

Components of the plan with topics to be addressed

The rationale for your choice

* Discuss with 2 groups what teachers need
  + College professors
  + Teachers with 3 years or less
* Identify your needs as a district
  + ESL
  + IEPs
  + LFS
* Have 2 different induction programs
  + New Teachers
  + New to District
* Train mentors and set expectations
  + Length of Training -
  + Should Mentor be related in teaching assignment
  + Have a selection process for mentors
  + Stipend for Mentors
  + Evaluation component of mentor by inductee
* Topics
  + IEP
  + Technology
  + Grading
  + LFS
  + Parent Conferences
  + Budgeting
  + Parent Communication
  + Classroom Management
  + ESL
* Have Rationale